

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Public Works	(2) MEETING DATE 2/28/2012	(3) CONTACT/PHONE Dave Flynn, Deputy Director of Public Works (805) 781-4463	
(4) SUBJECT Request to approve Engineer IV recruitment at Step 5 pay scale per County Code 2.48.060.			
(5) RECOMMENDED ACTION It is our recommendation that your Honorable Board approve the recruitment of Joe Morris for the position of Engineer IV (Surveyor) at pay level Step 5.			
(6) FUNDING SOURCE(S) Various Capital Project funding sources	(7) CURRENT YEAR FINANCIAL IMPACT \$23,343	(8) ANNUAL FINANCIAL IMPACT No net increase	(9) BUDGETED? No
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. _____) <input type="checkbox"/> Board Business (Time Est. _____)			
(11) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions <input type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input checked="" type="checkbox"/> N/A		(12) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: N/A <input type="checkbox"/> 4/5th's Vote Required <input checked="" type="checkbox"/> N/A	
(13) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) N/A		(14) W-9 <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes	
(15) LOCATION MAP No	(16) BUSINESS IMPACT STATEMENT? No	(17) AGENDA ITEM HISTORY <input checked="" type="checkbox"/> N/A Date _____	
(18) ADMINISTRATIVE OFFICE REVIEW			
(19) SUPERVISOR DISTRICT(S) All Districts -			

Reference: 12FEB28-C-14

County of San Luis Obispo



TO: Board of Supervisors

FROM: Public Works
Dave Flynn, Deputy Director of Public Works

VIA: Paavo Ogren, Director of Public Works

DATE: 2/28/2012

SUBJECT: Request to approve Engineer IV recruitment at Step 5 pay scale per County Code 2.48.060

RECOMMENDATION

It is our recommendation that your Honorable Board approve the recruitment of Joe Morris for the position of Engineer IV (Surveyor) at pay level Step 5.

DISCUSSION

The Department of Public Works has a budgeted position for an Engineer IV (Surveyor) within our Design Division. This position will lead land survey efforts on our County developed projects and supervise our production survey crew and Computer Assisted Drafting (CADD) staff.

Mr. Morris is a licensed Land Surveyor with over 27 years of both field and office experience here on the Central Coast. He has been involved with many past County projects as a consultant and has served as President and Board Director of the Central Coast California Land Surveyors Association. Over the past fifteen years he has been the Director of Surveying for one of the region's multi-disciplinary consulting firms; overseeing a large staff on multiple projects. With this experience, he would bring improved practices and technologies into our Design Division and provide our office with greater depth and improved capabilities.

Since 1982, Land Surveyors have practiced under a separate license than Professional Engineer's. Over the past 30 years, the number of active Land Surveyors has diminished. Our need for the high level experience of a Land Surveyor has been accelerated by the recent retirement of the current Survey Crew Supervisor. Not only can Mr. Morris step into the current role, he can be depended on to mentor junior staff to expand their abilities and work with them toward future licensing as Land Surveyors.

Pursuant to Section 2.48.060 (b)(2) of the County Code, your Board may, in cases where it is difficult to secure qualified personnel or if a person of unusual training or experience or qualifications is available, recruit and compensate a new employee at the pay level Step 5. Given the abilities and experience of Mr. Morris, along with our Department's needs, we request that he be approved at the Step 5 pay level for an Engineer IV in this recruitment.

OTHER AGENCY INVOLVEMENT/IMPACT

Human Resources and County Counsel has provided guidance for this action and processing under the County Code.

FINANCIAL CONSIDERATIONS

The position is within our Design Division, funded from specific Capital Project funds. The vacant Engineer IV position is budgeted in the FY 11/12 for a Step 1–2 range. Approving hiring at Step 5 would increase the cost of the position. The cost increase is covered within the anticipated project budgets for work to be assigned to the position in the future fiscal year Capital Improvement Program.

RESULTS

This action will provide the County with the appropriate level of experience in Land Surveying to develop key projects budgeted over the next several fiscal years, and improve efficiencies in project delivery. The recommended action will also promote the intended community wide result of a better well community.

File: CF 280.10.01 Dept/PW/General

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